



# WCNHCP January 2016 Newsletter

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A national campaign, supported by the Robert Wood Johnson Foundation (RWJF) and AARP, has identified several key pillars based on these 4 recommendations:

1. Advancing educational transformation
2. Leveraging nursing leadership
3. Removing barriers to practice and care
4. Fostering interprofessional collaboration,
5. Promoting diversity
6. Bolstering workforce data.

The many WCNHCP volunteers from education, practice and administration have made several of these their focus, specifically pillars 1, 2, 5 and 6. This article briefly reviews the progress made in Wyoming in relation to these pillars.

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As part of the state's Robert Wood Johnson Foundation (RWJF) grants, an impressive infrastructure has been developed with support from educational programs, clinical facilities, foundations and professional organizations. This statewide collaboration has led to the development of a shared BSN curriculum that will be implemented in Fall 2016 by six of the seven Wyoming community colleges and the University of Wyoming. ReNEW will make it seamless for community college nursing students to progress to the BSN education.



**Leveraging Nursing Leadership:** The WCNHCP has instrumental in the launching of the Wyoming Nurse Leadership Institute (WNLII), our statewide nursing leadership program. In addition, leadership is a core concept of the ReNEW BSN curriculum. Leadership concepts are integrated throughout the curriculum beginning in the first nursing courses and culminating in a leadership course and practicum experience in the 4th year.

**Promoting Diversity:** The WCNHCP is also addressing diversity with the development and implementation of a diversity action plan for the state of Wyoming. The WCNHCP Advisory Board has created a Diversity Task Force, which is reviewing the available data on diversity in Wyoming and the rest of the country. In addition, the task force is also reviewing information on best practices in increasing diversity of nursing students and nurses. The diversity action plan will be finalized in Fall 2016 with input from stakeholders across the state.

As part of one of the RWJF grants, the WCNHCP established metrics to track increases in diversity of BSN graduates in Wyoming. This involved reviewing existing sources of data in Wyoming to monitor nursing educational levels and diversity and assuring strategic linkages among key organizations including the WCNHCP, the Wyoming State Board of Nursing (WSBN), the Wyoming Department of Workforce Services Research & Planning office (WDWS), and the Wyoming Survey and Analysis Center (WYSAC). Key measures, including educational level, gender, and racial/ethnic diversity, were identified based on the National Forum for State Nursing Workforce Centers minimum datasets. The WCNHCP worked with the WSBN to review current licensure and relicensure processes and nursing educational program reporting to identify ways to incorporate these key measures into those existing processes. The WSBN has incorporated these key measures into these processes. As a result, the state will have better data on the diversity of nurses and nursing students in Wyoming.

**Bolstering Workforce Data:** Finally, the WCNHCP has conducted several surveys, in collaboration with the Department of Workforce Services and the Wyoming Statistical and Analysis Center, focused on the nursing workforce. The most recent survey that focused on the perceptions of ADN students of the BSN, finding that the vast majority (92%) of current ADN students in Wyoming intend to pursue their BSN.

In addition, as noted above, the WCNHCP has also collaborated with the WSBN to use administrative data, including data gathered as part of the relicensure process and the annual review of nursing educational programs, to provide information on nurses and nursing students in Wyoming. This data is extremely helpful in monitoring the impact of ReNEW in relation to the goals of increasing the number of nurses with BSNs and increasing the diversity of RNs in Wyoming.

## Assessing Progress on the IOM Report The Future of Nursing

Nurses make up the largest segment of the health care profession, with 3 million registered nurses in the United States. Nurses work in a wide variety of settings, including hospitals, public health centers, schools, and homes, and provide a continuum of services, including direct patient care, health promotion, patient education, and coordination of care. They serve in leadership roles, are researchers, and work to improve health care policy. As the health care system undergoes transformation due in part to the Affordable Care Act (ACA), the nursing profession is making a wide-reaching impact by providing and affecting quality, patient-centered, accessible, and affordable care.

To read the entire article [click here](#).

The foundation of the Campaign, learn more about the recommendations found in The Future of Nursing: Leading Change, Advancing Health.

The Institute of Medicine report, The Future of Nursing: Leading Change, Advancing Health, is a thorough examination of how nurses' roles, responsibilities and education should change to meet the needs of an aging, increasingly diverse population and to respond to a complex, evolving health care system. The recommendations in the report focus on the critical intersection between the health needs of patients across the lifespan and the readiness of the nursing workforce. These recommendations are intended to support efforts to improve health care for all Americans by enhancing nurses' contributions to the delivery of care.

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The WCNHCP is the nursing workforce center and the Action Coalition for the State of Wyoming. The mission of the center is to strengthen the nursing workforce through on-going collaboration, communication, and consensus building to meet the health needs of the people of Wyoming.

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# WCNHCP January 2016 Newsletter

January 2016

In 2010, the Institute of Medicine (IOM) released the Future of Nursing which has helped shape the Wyoming Center for Nursing and Health Care Partnerships' (WCNHCP) direction. The report identifies 4 broad recommendations to transform nursing:

1. Nurses should practice to the full extent of their education and training,
2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression,
3. Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States,
4. Effective workforce planning and policy making require better data collection and an improved information infrastructure.

A national campaign, supported by the Robert Wood Johnson Foundation (RWJF) and AARP, has identified several key pillars based on these 4 recommendations:

1. Advancing educational transformation
2. Leveraging nursing leadership
3. Removing barriers to practice and care
4. Fostering interprofessional collaboration,
5. Promoting diversity
6. Bolstering workforce data.

The many WCNHCP volunteers from education, practice and administration have made several of these their focus, specifically pillars 1, 2, 5 and 6. This article briefly reviews the progress made in Wyoming in relation to these pillars.

**Advancing educational transformation:** The State of Wyoming has made academic progression in nursing as one of its key priorities with the development of ReNEW (Revolutionizing Nursing Education in Wyoming). ReNEW is closely aligned with the recommendations from the IOM that the proportion of nurses with a baccalaureate degree (or higher) be increased to 80 percent by 2020. Moreover, ReNEW is critical to Wyoming's efforts to diversify the nursing workforce by serving as an access point for nontraditional students through collaboration with Wyoming community colleges.

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